

# Quid Novi

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McGILL UNIVERSITY FACULTY OF LAW  
UNIVERSITE McGILL FACULTE DE DROITJanuary 12, 1993  
le 12 janvier, 1993

## WELCOME TO CAREERS WEEK

This year Careers Day will be held on January 15th, 1993. The event provides students with the unique chance to chat with lawyers in an informal manner and to ask all the questions which you might never dare ask at an interview where a lot more (technically) is at stake.

Le Comité Carrières a également organisé pour vous trois conférences qui se tiendront les 11, 13 et 14 janvier. Celles-ci toucheront divers domaines du droit tel le droit corporatif, criminel, la propriété intellectuelle et l'aide juridique. Un total de neufs avocats seront présents lors de ces différents évènements afin d'échanger avec vous.

The focus of Careers Week and Careers Day is to generally inform students but most importantly to make friendly contact with soon-to-be colleagues practicing in different domains of law. Plan your day carefully. Make sure to choose firms

which might interest you and plan your time accordingly because you will find that time flies (as is always the case with time spent in pleasant endeavours). Finally, relax, observe, and enjoy.

We would like to thank Professor Jukier and the Placement Office for all their help and cooperation. A very special thank you to the members of the Careers Day Committee who tirelessly worked with us to make these events possible: Marcia Green, David Abitbol, Gavin Naimer, Neil Stoopler, Brett Carron, Emanuelle Cartier, Sherri Pinsler, Larry Markowitz, Béatrice Maillé, Johanne O'Hanlon, and Louis Charette.

Best wishes to all in the new year.  
Nancy M. Girard, BCL III  
Graham Garner, BCL III  
Co-Chairpersons, Career's Day Committee

## ATTENTION ALL 1ST YEAR STUDENTS CAREERS DAY IS COMING

By Brett Carron; LLB II.

I have been asked to write a short article to explain why Careers Day is important for you, Mr./Mrs. First Year Student. Tough job? Maybe.

Perhaps you read the recent Quid article by Paul Brown and think my job is even tougher. Mr. Brown, a 2nd Year Student, described law school as inhabited, on the

one hand, by himself, a neo-Romantic hero and lone visionary, and, on the other hand, by a scrambling mass of career minded law students. "I am not a Careerist", Mr. Brown wrote. What did it matter if Mr. Brown sounded like Nixon delivering his "Checker's Speech". The damage was done, right?

"Careers Day is for Careerists", you say,  
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## ANNOUNCEMENTS/ANNONCES

**NATIONAL ASSOCIATION OF ADMINISTRATIVE LAW JUDGES - 1993 FELLOWSHIP** - The National Administrative Law Judges Foundation is soliciting applications for its 1993 Fellowship in Administrative Law. The candidate selected as 1993 Fellow will prepare an original article for publication and will deliver a 50-minute oral presentation at the Annual Meeting and seminar at the NAALJ. Applicants should submit a detailed outline of the proposed article, together with the writing sample, CV and list of publications by February 15, 1993. Please address applications and enquiries to:

Judge Edward Schoenbaum  
National Administrative Law of Judges Foundation  
c/o The National Centre for the State Courts  
300 Newport Avenue  
Williamsburg, Virginia 2387-8798  
U.S.A.

**LSA MEETING** - the first LSA meeting of 1993 will be held Wednesday, January 13, 1993 at 12:40 p.m. in room 200.

**LAW GAMES** - To all participants; there

will be a short meeting Wednesday January 13, at 12:30 p.m. in room 101. We need to take a group photo to send to Sherbrooke.

**GRADUATION** - Don't forget to fill out your comment sheet for the yearbook. If you don't have the form you can get one from Tina Hobday, Alexandra LeBlanc or Alexandra Gillespie.

**TEAM CAPTAINS & CLUB PRESIDENTS** - if you want a group photo of your club or team to appear in the yearbook, please leave a note with your name, telephone number and name of club in the *Res Ipsa Loquitur* box at LSA before January 22.

**MCGILL/INTERAMICUS HUMAN RIGHTS FORUM** - presents Professor Kathleen Mahoney of the University of Calgary who will speak on the Law of Equality. The forum will be held on January 13, 12:30 p.m. in the Moot Court.

**ANNIE MACDONALD LANGSTAFF WORKSHOP** - presents Professor Marie-Andrée Bertrand d'Ecole de Criminologie; Centre international de criminologie

comparée, who will speak on "Perspective féministe sur le contrôle criminel de la pornographie". The workshop will be held January 20, 12:30 p.m. in room 202.

### CAREERS WEEK EVENTS:

#### MONDAY JANUARY 11

Big firm - small firm panel discussion.  
Time: 13:30 - 15:30  
Room 202

#### WEDNESDAY JANUARY 13

Practicing Criminal Law.  
Time: 12:30 - 14:00  
Room 202

#### THURSDAY JANUARY 14

Cookie Lazarus - Entertainment lawyer  
Time: 14:30  
Room 202

#### FRIDAY JANUARY 15

Career's Day  
Time: 13:00 - 16:00  
Wine and Cheese from 16:00 - 18:00.

## IMPORTANT NOTICE

**THE COMPUTER LAB WILL BE CLOSED ON THE FOLLOWING DAYS AND HOURS:**

**JANUARY 11 - 14** from 9:30 - 12:30 and from 14:00 - 17:00

**JANUARY 15** from 9:30 - 12:30.  
**JANUARY 18 - 21** from 9:30 - 12:30 and from 14:00 - 17:00  
**JANUARY 22** from 9:30 - 12:30

**JANUARY 27** from 9:30 - 12:30  
**JANUARY 29** from 9:30 - 12:30  
**FEBRUARY 1** from 9:30 - 12:30

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## *A Glimpse into the Life of a Criminal Lawyer*

By Nancy M. Girard, BCL III

Tous ceux intéressés au droit criminel ou tout simplement indécis ou curieux de voir la tête d'un de ces criminalistes devraient tout de suite faire un astérix sur le mercredi 13 janvier puisque le Comité Carrières a organisé un conférence pour vous.

Jennifer Briscoe, Procureur de la couronne fédérale, un Procureur de la couronne provinciale (non confirmé au moment d'aller sous presse), Marc David, avocat de la défense chez Yarosky, Daviault, Lahaye, Stober et Isaacs, ainsi que Sophie Bourque, avocate de la défense chez Hébert et Bourque seront présents de 12:30 à 14:00 pour répondre à vos questions sur les possibilités de stages et de recrutement, le type de carrière dans le domaine, le type de clientèle, etc.

Dans les années passées, plusieurs étudiants avaient non seulement manifesté un

intérêt marqué pour le droit criminel mais également une grande déception vu le manque d'informations à l'intérieur de la faculté. Il est bien connu d'ailleurs que les cabinets de droit criminel brillent souvent par leur absence à la Journée Carrières principalement dû au fait qu'ils sont généralement assez petits et ne voient pas la nécessité de faire du recrutement "en masse". Avec cette conférence nous avons tenté de remédier quelque peu à cette lacune.

Tous les étudiants et professeurs sont invités à venir en grand nombre afin d'aider à dissiper la réputation de McGill comme étant une faculté de droit qui forment peu de criminalistes et qui n'encouragent pas les étudiants dans cette voie.

Come catch a glimpse of the glamorous life of a criminal lawyer and practice your cross-examining techniques on Wednesday January 13th.

### Tips...cont'd from p.4

well in order to keep them interested.

- \* Dress in a way so that the firm can see you would impress clients. Whereas the firm should not base a final decision on how you are dressed you still want to project a mature and responsible image..
- \* Don't wear jewelry that jangles, this can be distracting.
- \* Use positive self statements when you talk about yourself, you do not want to appear boastful but you do want to appear self-assured.
- \* Never put down a past employer or a colleague. (Even if the interviewer starts it.)
- \* Never arrive late.
- \* Wait until you are invited to sit down or enter a room.
- \* Be confident and honest.
- \* Most of all be yourself.

These are just a few tricks for a more relaxing interview. For more information on this subject or any other aspect of job hunt feel free to drop by the Placement Office, we would be glad to help.

### Careers Day Cont'd from p.1

"and I'm someone who came to Law School to avoid a Career. "I could tell you that 3 years is really very short and that both you and Mr. Brown will soon be scrambling for work. But this seems to confirm that Career's Day really is for Careerists. So the question remains, why is Career's Day meaningful for you, a First Year Student and not a Careerist?

To begin with, I can tell you why Career's Day was meaningful for me last year. First year was a tough year. Tough in part because it often seemed impossible to make sense of what was clearly nonsense. Common law property was barbaric, even feudal. And what did it have to do with me? I was studying a legal system abstracted from everyday people

and things. Until Career's Day! For the first time there seemed to be some connection to reality.

It was possible to talk to people who had been to law school and were now working. These people were applying legal ideas to everyday problems and didn't seem to have suffered any visible side effects. I asked them questions like, "Do you like your job?", or, "What did you think of First Year Law School?" Best of all, I could ask these questions without being worried about whether any of them would ever hire me. After all, I was only in First Year!

What really interested me about Career's Day was the diversity of opportunities that law school was opening up for me and which I had been ignorant of up to that point. There were maritime lawyers,

entertainment lawyers, public advocates, corporate and commercial lawyers. There seemed to be a lawyer for almost everything. The world was my oyster. Even though I had no choice over my First Year Courses, Career's Day showed me that I had Career Choices.

If you're unsure whether you want to come to Career's Day on Friday, January 15th, then why not go to the Career Seminars on Monday, Wednesday and Thursday. I found last year's seminars a welcome break from my First Year indoctrination. Think of the seminars as a form of live entertainment in which qualified lawyers perform for you, the law student.

Remember, Career's Day is not exclusively or primarily for Careerists: its about choices and possibilities. So be there! Paul Brown will be.

## PLACEMENT OFFICE UPDATE!

By Louis Charette and Johanne O'Hanlon; BCL III

Once again the month of January hangs over us like a dark cloud. Not only must we face the cold and dark winter days and the beginning of classes (not to mention scheduling problems), but for many of us this is the time of year when we face the overwhelming task of job hunting.

Within the first hours of our return to the Law Faculty, the Placement Office Committee was bombarded with questions and enquiries. In an effort to make our resources readily available to everyone, we have extended our office hours. Until January 29th, we will be open up to 20-30 hours per week. The specific times are posted on our office door, but they are subject to change. After January 29th, we will return to our regular 15 hours per week. During those hours when the Placement Office is not open, most of our resources will remain available from the Admissions Office, during their office hours (Monday to Friday, 9 am to 5 pm).

Since September, the Placement Office Committee has been busy trying to update, improve and organize as many resources as possible, to make the task of job hunting as painless as possible. Tim Bloos, Theresa Hinz, and Andreas Sautter have devoted their time to assembling resources in the area of public international law; Ricardo Codina, Chris Cooper, Patrick Martin and Ed Vandenberg have organized our firm survey, while Maria Chan and Alicia Ortiz have organized the government information. Finally, Tony DiSilvestro has gathered information regarding clerkships across Canada, and Lise Patry and Danny Sullivan will be attempting to gather information on some community clinics.

Faute de temps et de financement, il nous est impossible de recueillir toutes les ressources qui existent dans le domaine - surtout lorsque l'on considère le nombre de publications consacrées strictement aux méthodes possibles pour composer une lettre de présentation et un

curriculum vitae. Nous possérons cependant quelques exemples utiles, dont le livre de Peter Hoffman qui s'adresse tout particulièrement aux étudiants et étudiantes en droit. Si vous connaissez d'autres ressources qui nous seraient particulièrement utiles, n'hésitez pas à nous en informer pour que nous puissions les acquérir.

Si vous êtes parmi ceux qui ont l'intention cette année de faire application pour votre stage, ou encore pour un emploi d'été, nous vous encourageons fortement à vous y mettre le plus tôt possible car les dates limites approchent à grand pas - ces dates sont affichées au Bureau de placement. Il n'existe pas de recette miracle quant aux étapes à suivre: chacun d'entre vous abordera les démarches d'une façon différente. Cependant, si la tâche vous décourage et vous en donne des cauchemars, n'hésitez pas à passer nous voir, et surtout à profiter des activités de la semaine carrière, organisées par le Comité carrière. Bonne chance!

## TIPS ON BEING INTERVIEWED

By Johanne O'Hanlon, Louis Charette ; BCL III

Well, it's that time of year once again. It's time to interview with potential employers to ensure a summer job and/or articling position.

By now, some of us are old pros at interviewing while others of us are still a little wet behind the ears. Regardless of which category you fall into, there are some basic interview techniques you should keep in mind. (Some of the following may be quite obvious but a gentle reminder never hurts.)

\* Know as much as you can about the firm you are applying to.

- \* Have a list of questions ready to ask about the firm. (Never ask something that was available in the firm's brochure.)
- \* Have extra copies of your résumé on hand just in case an extra one is needed.
- \* Try and keep your hands as free as possible so it will not be awkward to shake hands with the interviewers. (This is especially tricky for women because we often have a purse as well as a briefcase. Just make sure the purse has a shoulder strap that can be worn on the same side as your briefcase, preferably the left leaving the right arm free.)
- \* Hands are very important for both men and women in an interview. They are used often when expressing yourself so make sure your nails are clean and neat.
- \* If you feel you may be overly expres-

sive with your hands fold them in your lap, intertwine your fingers as a little reminder to keep them still.

\* Always be polite during an interview even if you sense hostility from an interviewer. This may be a test to see how you conduct yourself.

\* Know what is in your résumé and be prepared to talk about it.

\* If you have done any mooting be prepared to talk about that as well. (very popular topic during many interviews.)

\* Keep good eye contact right through your interview. When you are interviewed by a panel and one person asks a question, start with and return to the person who asked the question but take a bit of time to look at the other interviewers as

# SO, YOU WANNA WORK IN T.O.?

By Sherri Pinsler; BCL III

Unlike the situation in Montreal, recruiting in Toronto is highly regulated by the Law Society of Upper Canada. To this end, there are deadlines for applications and restrictions as to when firms can interview and make offers. The following is a brief outline of important dates to remember regarding applications for both summer and articling jobs in Toronto. I have also included a few helpful hints, where applicable.

## SUMMER JOBS

January 29, 1993 - Application Deadline. Your application must be received by the firms no later than this date.

### Hint:

Your application must include a cover letter, a CV, and law school grades. It is also a good idea to include your undergraduate grades, if applicable. While some firms and government offices do not require these grades, most firms will ask for them and will not deem your application complete (and so will not consider you for an interview) until they are received.

February 12, 1993 - Phone Calls to Set Interviews. The Law Society guidelines state that no firm may begin setting interviews before 8 a.m. on this date.

### Hints:

While the firms cannot set interviews before this date, they may send you a letter which will indicate that they will be calling you on February 12. On that day,

firms will start calling at 8 a.m., so it is important for you to be prepared for these calls. All interviews will take place during interview week (see below).

When setting interviews, be careful not to spread yourself too thin. Do not set more than 4 interviews in one day, and be sure to space them out sufficiently. As well, remember that Monday and Tuesday are the most important interview days so you should try to set interviews for the jobs you are most interested in on these days. If your phone does not start ringing exactly at 8 a.m., do not panic. The firms are calling a lot of students and lines are often busy. As a general rule, the firms will have finished their calls within the first two hours, although government offices often take longer.

Week of February 22, 1993 - Interview Week. As stated above, all interviews take place this week ONLY. Firms are not permitted to make offers for summer jobs before 4 p.m. on Wednesday, February 23, 1993 (see below).

### Hints:

At the time of setting interviews or during the week, firms may invite you out for lunch or dinner. This is a good sign - GO. As well, many firms hold cocktail parties either Monday or Tuesday night. If you are invited to such a party and you are even remotely interested in the firm you should attend, even if only for a short while, to pick up your name tag.

Note: THIS WEEK COINCIDES WITH OUR READING WEEK.

February 24, 1993 : 4 p.m. - Offers. Offers may be made as of 4 p.m. and must be kept open for 24 hours.

### Hint:

If you are not going to be able to be reached at the phone number on your CV, be sure to indicate to firms, during your interview, where you can be reached at 4 p.m. that Wednesday.

## ARTICLING POSITIONS

The important dates to keep in mind for articling applications in Toronto are:

- July 14, 1993 - application deadline.
- July 30, 1993 - telephone calls to set interviews.
- Week of August 16, 1993 - interviews.

The articling jobs are generally set through a match program. However, not all firms participate in the match. Non-match firms may make offers any time during interview week and must keep the offers open until noon on August 23, 1993. If you accept an offer from a non-match firm you may NOT participate in the match. If you decide to participate in the match (most firms are in the match) the forms with your ranked choices must be submitted by August 23, 1993. You will be notified as to which firm you have matched with in early September. While this was only a brief summary of the Toronto-job-hunt process, there are many places to get more detailed information; at the Placement Office, Careers' Day, or you can always stop me in the hall and ask me. Good luck!

**HAPPY NEW YEAR**

**FROM THE QUID STAFF!**

## WHY (NOT) OTTAWA?

By Michael Byers ; LL.B, B.C.L. 1992

Finding summertime legal work can be a humiliating, if not completely meaningless process. Many law students, unable (or unwilling) to enter the promised land of McCarthy, Renault, Davies, Vineberg and Associates, spend their summers subsidizing the faculty (try living in Montreal on \$5.50 an hour), or planting trees in Northern Ontario. Now, tree planting can broaden your horizons, and be a lot of fun, but it doesn't do much to further your legal career. Fortunately, there is an alternative way of being paid to explore the Canadian wilderness; one that actually gives you something to put on your CV.

For most Canadians, the federal bureaucracy is as impenetrable as the densest forest, about which little is known, but about which much is imagined. Apart from our yearly (future?) sacrifices to the pagan gods of Revenue Canada, most of us have no direct contact with those whom, among other things, print our money, support the unemployed, and protect us against nasty creatures from other planets. Fortunately for McGill law students (who often don't realize this until after they have exhausted all their other options and have already put down a deposit on a ticket to Dahab), the federal bureaucracy, in fulfilling its varied and somewhat mystical role, requires a constant supply of bijuridical, bilingual lawyers. More importantly for those contemplating four months in mosquitoland, the federal bureaucracy also provides interesting, reasonably renumerative, and apparently recession-proof summer positions for law students. Most importantly, the preference for bijuridicalism and bilingualism continues to hold.

J'ai travaillé à Ottawa durant les deux derniers étés. Le premier, j'étais dans la section des droits de la personne au Ministère de la Justice, tandis que le deuxième j'étais dans la division des

opérations juridiques au Ministère des Affaires Extérieurs. Ces deux expériences, bien que très différentes l'une de l'autre et de courtes durées, m'ont exposé de façon extrêmement intéressante à la bureaucratie fédérale légale.

Le Ministère de la Justice, différent de la plupart des ministères fédéraux, fonctionne assez bien et mérite d'être appelé la plus grande entreprise juridique au Canada. Généralement les avocats entrent au Ministère de la Justice au début de leurs carrières et peuvent s'attendre à se spécialiser très tôt et à se voir accorder des avancements, plus ou moins selon leurs mérites, à différents moments de leurs carrières. Ils sont raisonnablement bien payés, et, ce qui est plus important, ne facturent pas leur temps, quoiqu'il existe des rumeurs disant que cela va bientôt changer.

Cependant, cela ne veut pas dire que le Ministère de la Justice n'a aucun problème. Il s'est développé au point qu'il a besoin d'un édifice plus grand que celui qu'il occupe actuellement, juste à côté de la Cour Suprême du Canada. Cela signifie que des sections spécifiques, comme celle des droits de la personne, sont divisées entre plusieurs édifices différents, résultant en un cauchemar en ce qui concerne la communication. D'autres parties sont dispersées de tous les côtés d'Ottawa et dans le reste du pays, où elles conseillent d'autres ministères fédéraux, mais oublient souvent de communiquer avec l'administration centrale. La bibliothèque, pourvue d'une procédure d'enregistrement de volumes rarement utilisée, est une catastrophe, avec une grande partie de sa collection enfouie dans plusieurs bureaux.

Malgré ces problèmes, le Ministère de la Justice est un excellent endroit pour travailler. Les avocats, qui m'ont donné l'impression d'être vraiment

compétents, m'ont aussi donné de multiples tâches diversifiées et intéressantes à accomplir dont, la rédaction de soumissions au Comité des Droits de la Personne des Nations Unis, la composition de notes de service concernant les questions d'autres ministères touchant à la Charte Canadienne, et un rôle à jouer dans la préparation d'un mémoire pour un arrêt devant la Cour Suprême.

The attraction of interesting work is even stronger at the Department of External Affairs. Ironically, this is because the Kafkaesque bureaucratic structure of the Department of External Affairs discourages the development of legal expertise. Legal advisory divisions in the foreign offices of other developed states are staffed by career lawyers, who practice international law on a continuous basis throughout their working lives. However, in Canada the legal advisory division is staffed by foreign service officers (paid dismally low salaries) who happen to have law degrees, and who are rotated into the division for anywhere from six months to four years at some random point in their larger, diplomatic careers. This means that with respect to any specific problem, the desk officer concerned, or, worse yet his deputy director, director, or any of his various superiors in the bureaucratic hierarchy, might have spent his entire foreign service career doing everything but law, and might, perhaps, have taken one course in public international law while at law school many years ago. While these people are, uniformly, of the highest calibre, the rotational posting system creates situations, especially at the beginning of rotational cycles, where the chances are slim that anyone will actually understand the intricacies of certain legal problems. Added to this is the abysmally low level of moral among foreign service officers, which is partly the result of devastating cutbacks, a widespread absence of (or apathy concerning) legal research skills,

## Ottawa

### Cont'd from p. 6

and an institutionalized opinion that law has nothing to do with the real-politique of international relations.

The good thing about this situation is that the aggressive student with a reasonable knowledge of international law has the opportunity to lay claim to files that, in a properly organized system, would be reserved for those with many years of seniority and experience. With few exceptions, the work I did at External was fascinating. It included responding to queries from other state's embassies, advising the negotiators of international conventions, and writing papers about specific legal aspects of Canadian foreign policy.

Si tout ça vous semble quelque chose que vous voulez vivre, vous devrez prendre les mesures simples qui suivent. Premièrement, complétez et envoyez à

Ottawa le plus tôt possible, un formulaire du programme d'emploi d'été axé sur la carrière (PEEAC/COSEP), disponible dans l'édifice Powell. Puis, ne vous arrêtez pas là. Trouvez les noms et les adresses des personnes chargées d'embaucher les étudiants dans chacune des sections spécifiques auxquelles vous êtes intéressé (commencez avec un annuaire téléphonique du gouvernement). Puis, envoyez-leur une lettre dans laquelle vous expliquez pourquoi vous voulez travailler pour eux, et pourquoi ils devraient vous engager. Incluez un CV, et attendez. Dépendamment du degré d'organisation des différentes sections, les entrevues sont censées commencer en même temps que les examens en avril. Les offres commencent au début de mai. Les entrevues sont normalement longues (environ une heure) et rigoureuse. Ce processus d'embauche commence beaucoup trop tard pour les étudiants qui

ont des offres ailleurs et qui ne sont pas prêts à prendre des chances. Les personnes du gouvernement fédéral avec qui j'ai parlé ne réalisaient pas, jusqu'au moment où je le leur ai dit, que le secteur privé fait des offres beaucoup plus tôt. Avec un peu de chance, la situation s'améliorera. Le salaire est raisonnable, mais pas incroyable (approximativement \$12.00/heure, sans les heures supplémentaires et sans les avantages subsidiaires). Si vous vous retrouvez au Ministère des Affaires Extérieures, insistez pour qu'ils vous donnent deux ans de crédit en plus de vos années de droit, comme au Ministère de la Justice, quand ils calculent votre salaire. Finalement, amusez-vous! Les étudiants d'été dans l'état sauvage du service civil fédéral peuvent se balader où ils veulent, assurés par le fait qu'ils sortiront bientôt de la forêt, pour retourner à la civilisation relative de la faculté de droit!

## THE INTERVIEW

### By Larry Markowitz; BCL II

In the next while, you may see some of your classmates dressed a bit more formally than usual. Chances are they're headed off to interview at law firms.

Though some applicants may dread the experience, the interview is an essential part of the job search process. While a C.V. or a transcript of your marks may tell the prospective employer about yourself, it is in the interview that he or she can do a proper analysis of such intangibles as your communication skills, your maturity and the professionalism of your appearance.

Working in a law firm means more than just burying your nose in books. Legal employers are looking for potential new lawyers who will be able to interact with both clients and fellow practitioners in a professional manner. Every employee of a law firm - right down to the lowliest stagiaire - should be able to uphold the firm's image.

In order to assess an applicant's interpersonal skills, it is common for firms to conduct what is known as a "normal" interview. This format consists of engaging the candidate in friendly conversation. Sometimes, an applicant will even be taken out to dinner. In this situation, the potential employer is trying to get to know you with your guard down. The trick for the applicant is to keep the conversation going throughout the meal.

Law firms want to hire new lawyers who are articulate and who project an image of self-assurance. One way for the interviewer to be certain that he or she is hiring an applicant who can handle pressure is to conduct a "stress interview". In this type of interview, the interviewer creates an uneasy atmosphere by frequently interrupting the candidate, by not paying attention to the applicant's answers or by asking what may be perceived as impolite questions. It is important for the applicant to maintain his or her composure. The interviewer wants to see if you are articulate under pressure.

The trick here is to appear "cool, calm and collected" - even if you are flustered on the inside. After all, a successful lawyer is supposed to display grace under pressure. So, in a stress interview (as in all interviews), sit up straight, look the questioner in the eye and speak clearly.

Another type of interview is the group interview. Here, the job candidate meets with a firm's entire recruitment committee. Questions are thrown at the candidate from all directions. When answering, it is important to look at the person who asked each particular question. However, at the same time, the prospective employee should acknowledge the other committee members by looking at them towards the end of each answer. special attention should be given to questions from committee members whom you perceive to be most influential.

Now that we have covered the general types of interviews, what about the questions that are frequently asked? How

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### Interview...cont'd from p.7

should a candidate prepare for an interview? As in any job application process, the law firm interviewer will ask the "tell me about yourself" types of questions. In addition, law firms want to see if you are familiar with current events. They want to know your opinions and to see if you are capable of expressing those views coherently. So, for example, if you are asked whether you think the U.S. should intervene in the former Yugoslavia, hopefully you've read at least a couple of magazine articles on the subject. Law firms want to hire well-rounded individuals who read more than their casebooks.

In any Quebec law firm, bilingualism is a necessity. Therefore, you can expect part - or, in some cases, all - of the interview to be conducted in your second language.

You may be asked about anything in your resume. Know it inside-out. Try to elaborate on the facts in the resume when you answer. Don't just repeat what is already written on the page.

During the interview, you will have the opportunity to ask the interviewer a few questions. Be sure to research the firm to which you are applying prior to the interview. This preparation will prevent you from asking simplistic questions that are

already answered in the firm's brochure. Also, an applicant who has done his or her homework is far more impressive than one who has not. Show that you are interested in the firm.

This article is intended as an overview of the interviewing process. For further information, consult the Hoffman Career Handbook for Law Students at the Placement Office or speak to an upper-year student who has already been through the experience.

If you're going for interviews, relax. The worst that can happen is you won't get the job. Enjoy your first step in entering "the real world." Good Luck!

## MONTREAL HIRING DATES

By Joshua Fireman, VP Civil; Representative to CADED.

So, are you looking for a job? Are you wondering what you have to do in order to get yourself a fabulous job as a library slave for a Dickensian law firm? Do you consider the crew-chief's job at McDonalds to be beneath you? Well, have I got news for you!

We now have an **almost-uniform** hiring scheme in this city! Basically, last year CADED (Confédération des Associations d'Etudiant(e)s en Droit) took the first steps toward instituting set hiring standards for Quebec-based law firms. The problem was that these standards were not enforced by the Quebec Bar Association; rather, we were faced with an honour system. The result was, in many cases, that certain large firms (whose anonymity I am protecting for my own safety) showed that they are completely devoid of honour. Samurais, they were not.

This year, CADED was about to draft a second hiring scheme when, in September, the large Montreal firms pre-empted us and reached an agreement on their own. After CADED got over its initial shock, we concluded that it was better to have the firms committed to at least some standards, rather than to have no rules at all. So, based on the firms' original agreement, and with the support of the Canadian Bar Association, we have drafted a hiring scheme, imposing the

following limits on recruiting for the 1992-93 academic year:

- No interviews with students registered in 1st or 2nd year will take place prior to **March 1, 1993**.
- No job offers to students covered by this scheme may be made prior to **March 29, 1993**.
- No acceptance of any such offer may be required prior to **April 2, 1993**.

Pretty straightforward, eh? NOT! First off, please note that only 1st and 2nd year students are covered by this agreement. The objective behind this was to allow students in their graduating year (remember - we're the only faculty with a four-year programme) a certain flexibility in their job searches.

Second, this agreement has NOT been ratified by all the firms in the city, let alone the province. Almost all the major firms in Montreal will be adhering to hiring guidelines, but smaller firms both in and outside of the city may potentially derogate from the scheme.

The fact of the matter is that we are still in prehistoric mode when we compare ourselves with rules in Ontario or within other professions. We can see, however, a light at the end of the tunnel, with a certain consensus emerging amongst the firms. CADED believes that with the major firms adhering to a hiring

scheme, pressure will eventually be brought to bear on firms that continue to behave like blood-thirsty head hunters.

To help our own cause, students should ask the firms present at Careers' Day whether they intend to follow the agreement. If they are not following it, ask them why; make them squirm a bit. If we, as students, make it clear that we will think twice about applying to firms that continue to violate the agreement, then the firms themselves may think twice about their behaviour. Don't be afraid to voice your dissatisfaction, or to do the opposite by applying to firms that respect our rights as students and future employees.

In the end, we have hammered out an improvement over last year's situation, which constitutes an important step forward. Hopefully we will eventually have an agreement in place that will be enforced by the Quebec Bar Association rather than by an honour system.

For now, though, this is what we've got. So, you can all head off to the computer room to print out your CVs relatively safe in the knowledge that you know when *most* of them have to be mailed out by. If you have any questions about the hiring process, feel free to talk to Louis or Johanne in the Placement Office, or stop me in the halls or the LSA office. I will gladly give you any extra information I've got on the subject.